

WILLIAMS RANDALL HOURLY RATES

HOURLY RATE (Firm, Fixed Price)	UNIT	HOURLY RATE or "N/A" if <i>Not Applicable</i>
Advertising Services		
Partner	Hour	120
President	Hour	120
Comptroller/Accounting Manager	Hour	120
Account Director/Supervisor	Hour	120
Account Executive	Hour	120
Account Manager	Hour	120
Project Manager	Hour	120
Creative Director/Copy	Hour	120
Creative Director/Art	Hour	120
Senior Art Director	Hour	120
Art Director	Hour	120
Senior Copywriter	Hour	120
Junior Copywriter	Hour	120
Production Director/Print	Hour	N/A
Production Director/Art	Hour	N/A
Production Director/Media	Hour	N/A
Producer	Hour	N/A
Researcher	Hour	120
Studio Manager	Hour	N/A
Media Director	Hour	120
Media Supervisor	Hour	120
Media Planner/Buyer	Hour	120
Interactive Specialist (Web - DVD)	Hour	120
Web-Traffic Analyst	Hour	120
Administrative Assistant	Hour	N/A
Clerical	Hour	N/A
Photographer	Hour	200
Videographer	Hour	200
Graphic Designer	Hour	120
Translation Services	Hour	N/A

HOURLY RATE (Firm, Fixed Price)	UNIT	HOURLY RATE or "N/A" if Not Applicable
Marketing and Public Relations Services		
Partner	Hour	123
President	Hour	123
Comptroller/Accounting Manager	Hour	95
Account Director/Supervisor	Hour	123
Account Executive	Hour	123
Account Manager	Hour	123
Project Manager	Hour	123
Creative Director/Copy	Hour	123
Creative Director/Art	Hour	123
Senior Art Director	Hour	123
Art Director	Hour	123
Senior Copywriter	Hour	123
Junior Copywriter	Hour	123
Production Director/Print	Hour	N/A
Production Director/Art	Hour	N/A
Production Director/Media	Hour	N/A
Producer	Hour	N/A
Researcher	Hour	123
Studio Manager	Hour	N/A
Media Director	Hour	123
Media Supervisor	Hour	123
Media Planner/Buyer	Hour	123
Interactive Specialist (Web - DVD)	Hour	123
Web-Traffic Analyst	Hour	123
Administrative Assistant	Hour	NA
Clerical	Hour	95
Graphic Designer	Hour	123
Photographer	Hour	123
Videographer	Hour	123
Translation Services	Hour	N/A

HOURLY RATE (Firm, Fixed Price)	UNIT	HOURLY RATE or "N/A" if Not Applicable
Media Buying		
Partner	Hour	123
President	Hour	123
Comptroller/Accounting Manager	Hour	95
Account Director/Supervisor	Hour	123
Account Manager	Hour	123
Creative Director/Copy	Hour	123
Creative Director/Art	Hour	123
Senior Art Director	Hour	123
Art Director	Hour	123
Senior Copywriter	Hour	123
Junior Copywriter	Hour	123
Production Director/Print	Hour	N/A
Production Director/Art	Hour	N/A
Production Director/Media	Hour	N/A
Studio Manager	Hour	N/A
Media Supervisor	Hour	123
Media Planner/Buyer	Hour	123
Interactive Specialist (Web - DVD)	Hour	123
Web-Traffic Analyst	Hour	123
Clerical	Hour	95
Graphic Designer	Hour	123
Trafficking	Flat Rate	N/A
*Media Placement Mark-up Percentage		0%
**Pass-Through Media Placement (Non-Labor)		\$ N/A
**Pass-Through Media Production (Non-Labor)		\$ N/A
**Pass-Through Non-Media Production (Non-Labor)		\$ N/A
Translation Services	Hour	N/A